



Job Placement Series

When & How



to Disclose

Disclosure and the Rehabilitation Practitioner

with

Kathy McCreedy & Kathy McAdam, ACSW

May 18, 2004

9:00 a.m. — 4:00 p.m.

Sheraton Hotel

Lansing, Michigan

When and How to Disclose

Despite an ongoing commitment to development of vocational opportunities for all people, unemployment rates for people with disabilities are still hovering around 70%. And for people with disabilities who have graduated from college, 50% unemployment has been reported.

We believe the creative job-hunting process can affect change in the way job seekers and employers perceive and respond to disability concerns. If, in fact, "employers hire people with whom they are comfortable," as Richard Bolles and other career gurus have proclaimed for years, people with both "hidden" and "visible" disabilities will need to confront their own fears of disclosure in order to challenge employers' fears and create a climate for open communication. It has been reported that more than half of employed adults with disabilities found their jobs through personal contact (Thornton and Lunt, 1997). The importance of effective disclosure is further supported by the ADA requirement to disclose to obtain workplace accommodations.

Despite its importance, disclosure remains a topic that can generate anxiety for people with disabilities, rehab practitioners and employers. "How do I do it, when do I do it, and most importantly, why do I do it?"

Why Attend this seminar: This interactive workshop will provide the transition and rehabilitation practitioner with strategies to help job-seekers make good, confident and proactive disclosure decisions and manage the complexities of accommodation requests. Participants will learn methods for disarming employers' fears and strategies for addressing accommodation needs. Both "hidden" and "visible" disability concerns before and after a job offer will be addressed. Practical examples will be used to invite discussion and analysis. We'll look at these issues from three perspectives – job-seeker, employer, and the rehab professional.

Job Seekers

- Self-assessment and personal positioning
- Confronting personal and social challenges
- Defusing employers' fear
- Defining disclosure strategies
- Proactive requests for accommodations

Employers

- Interviewing do's and don'ts
- ADA guidelines
- Looking beyond the ADA

Rehab Practitioner

- Preparing the consumer to disclose versus disclosing for them
- Relationships with employers

About the presenters: Kathy McCreedy is President, DiverseAbility LLC. She has a diverse background including management in the corporate sector and coordinator of the high school program at Center for Independent Living of Mid-Michigan. She will receive her Masters Degree in Rehabilitation Counseling from MSU in May.

Cathy McAdam, ACSW, brings 20 years of experience as a medical social worker at the Rehabilitation Institute of Michigan. She is Chair, Dearborn Commission On Disability Concerns, and has her own company as a health care consultant and assistive technology specialist.

When and How to Disclose

Registration Fee \$195*

May 18, 2004

Registration is limited, so register early.

(*MARO members receive substantial discounts. Member rate is \$130.)

Price includes handout materials and lunch. The seminar runs from 9:00 a.m. to 4:00 p.m. Registrations must be received by May 13, 2004. No refunds will be given after May 13, 2004. Substitutions are permitted. Cancellations received before May 13 are subject to a \$25 processing fee.

To register, mail or FAX this registration form along with payment or purchase order by May 13 to:

**MARO Employment and Training Association
P.O. Box 16218, Lansing, MI 48901
FAX (517) 484-5411 Phone (517) 484-5588**

To register on-line with a credit card, go to: www.maro.org and click on Seminars and Conferences
Hotel accommodations are \$85 single or double. Call the Sheraton Hotel at (517) 323-7100
The hotel is located at I-496 at the Creyts Rd. Exit.

Please enroll the following:

Name _____ Nickname for badge _____

Title _____ Organization/Agency _____

Address _____

City _____ State _____ Zip _____ Phone _____ Fax _____

Amount Enclosed \$ _____

Note any special accommodations you may require:

For office use only				
Check #	Amt.	DB	Confirm	Inv. #